

Message Text

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SUBJECT: UN EMPLOYMENT - WEIGHTING SYSTEMS.

REF: GENEVA 9409

1. THE WEIGHTING SYSTEM USED BY ICAO IS BASED ON THE CURRENT ASSESSMENT TO THE ICAO BUDGET OF THE MEMBER STATE AND BY THE LEVEL OF THE POSTS OCCUPIED BY NATIONALS OF THE MEMBER STATE. IT WORKS AS FOLLOWS: THE SALARIES OF THE GEOGRAPHICAL DISTRIBUTION PROFESSIONALS ARE TOTALED AND COUNTRIES ARE ENTITLED TO A PERCENTAGE SHARE CORRESPONDING TO THE PERCENTAGE OF THEIR CONTRIBUTIONS. THUS, THE U.S. WHICH IS ASSESSED 25 PERCENT IS ENTITLED TO JOBS WHICH CORRESPOND TO 25 PERCENT OF THE TOTAL SALARIES. JOBS ARE NOT WEIGHTED AS SUCH, THAT IS, THERE IS NO TABLE SAYING THAT A D-2 IS WORTH SO MANY P-2'S, ETC. HOWEVER, IT IS POSSIBLE TO DRAW SOME CONCLUSIONS SUCH AS A D-1, STEP 1, MAKES ABOUT AS MUCH AS THREE P-1'S AT STEP 1, AND THEREFORE
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ONE D-1 IS WORTH THREE P-1'S.

2. THE U.S. MISSION TO ICAO ADVISES THAT IN APPLYING THE ICAO FORMULA TO U.S. EMPLOYMENT IN THE ORGANIZATION, U.S. REPRESENTATION IS SLIGHTLY LOWER THAN IF ONE USES THE TRADITIONAL METHOD, I.E., PERCENTAGE OF U.S. NATIONALS ON

PROFESSIONAL STAFF.

3. THE UN PUBLISHES ANNUALLY IN THE REPORT OF THE SECRETARY-GENERAL ON QUOTE COMPOSITION OF THE SECRETARIAT UNQUOTE TABLES ON WEIGHTED RANGES. THE LAST SUCH WAS IN UNGA DOCUMENT A/32/146, 29 AUGUST 1977, (SEE TABLE 16), WHICH MISSION SHOULD BE ABLE TO OBTAIN LOCALLY. THE UNWEIGHTED DESIRABLE RANGE FOR U.S. SHOWN WAS 386 TO 522 POSITIONS AND U.S. ACTUALLY HAD 520 (19.46 PERCENT OF TOTAL) ON BOARD. ACCORDING TO THE WEIGHTED FORMULA, THE U.S. ENTITLEMENT WAS TO A POINT RANGE OF 11,611 TO 15,709 AND U.S. ACTUAL STAFFING WAS AT 14,865 (18.33 PERCENT), SLIGHTLY LESS FAVORABLE THAN UNWEIGHTED METHOD. WEIGHTING IS BY STARTING SALARY AS OUTLINED IN TABLE 16.

4. FAO ALSO HAS A WEIGHTING SYSTEM WHICH CONSISTS OF ASSIGNING POINT VALUES TO POSTS AS FOLLOWS: ADG/DDG ARE 15 POINTS, D-1/D-2 ARE 10 POINTS, P-5 IS 8 POINTS, P-4 IS 6 POINTS, P-3 IS 4 POINTS, P-2 IS 2 POINTS, AND P-1 IS 1 POINT. EVEN THOUGH U.S. HAS THE FAO DDG POST, AN ADG POST, AND A NUMBER OF OTHER SENIOR POSTS, HERE AGAIN THE U.S. FIGURE IS SLIGHTLY HIGHER IF ONE USES THE TRADITIONAL PERCENTAGE OF TOTAL METHOD RATHER THAN THE WEIGHTED METHOD.

5. DEPARTMENT HAS EXPERIMENTED IN PAST WITH WEIGHTING SYSTEMS. WHILE CASE MAY BE MADE FOR USING THEM IN SOME LIMITED OFFICIAL USE

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ORGANIZATIONS, FOR EXAMPLE IN UNRWA WHERE U.S. HOLDS THE ONLY ASG AND 1 OF 2 D-2'S, APPLICATION OF SAME WEIGHTS TO OTHER ORGANIZATIONS GENERALLY CASTS U.S. IN LESS FAVORABLE LIGHT. PRIMARY REASON FOR THIS IS THAT THE MOST SENIOR POSTS, WHICH OF COURSE ARE THOSE WHICH WOULD HAVE THE HIGHEST POINT VALUE, ARE ONES MOST STRINGENTLY DIVIDED UP ON A GEOGRAPHICAL BASIS.

6. WOULD NOT WISH TO INHIBIT MISSION FROM PURSUING A STUDY OF WEIGHTING SYSTEM CONCEPT FOR GENEVA-BASED AGENCIES. AT SAME TIME, WE ARE QUITE SURE THAT THERE IS NO SINGLE SYSTEM THAT CAN BE APPLIED ACROSS THE BOARD TO ALL ORGANIZATIONS WHICH WOULD SERVE TO ENHANCE OUR LEVEL OF REPRESENTATION. PRINCIPAL UTILITY OF WEIGHTING SYSTEMS WHICH SHOW US IN LESS FAVORABLE LIGHT IS TO USE THEM AS ARGUMENTS WITH ORGANIZATIONS FOR GREATER U.S. REPRESENTATION AT SENIOR LEVELS.

7. FOR PURPOSES OF BRIEFING CITED REFTEL, SUGGEST MISSION DRAW ON EMPLOYMENT DATA PREPARED FOR BUDGET HEARINGS PREVIOUSLY POUCHED TO JOE YODZIS. VANCE

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